

Appendix 5

Benefit	Measurement	Baseline July 2018	Baseline explanation	Target	Target explanation	2019 result	Owner	Measurement Frequency	Where reported
Increase in staff satisfaction	Staff Survey: I feel valued by the organisation	36%	2017 staff survey figure	46%	10% identified as significant shift	47%	Alison McManamon	Bi-Annual	Staff Survey
	Staff Survey : “I feel there is a clear sense of direction in the organisation”	37%	2017 staff survey figure	47%	10% identified as significant shift	41%	Geoff Raw	Bi-Annual	Staff Survey
	Staff Survey: “Changes in my service are led, managed and supported in an open way”	46%	2017 staff survey figure	56%	10% identified as significant improvement	50%	Alison McManamon	Bi-Annual	Staff Survey
	Staff Survey: “The council feels like one big team working collaboratively for the good of our customers”	23%	2017 staff survey figure	33%	10% identified as significant improvement	26%	Geoff Raw	Bi-Annual	Staff Survey

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Benefit	Measurement	Baseline July 2018	Baseline explanation	Target	Target explanation	2019 result	Owner	Measurement Frequency	Where reported
Improved staff wellbeing	Days lost to sickness per year	10.95	Days per employee per annum 16/17	9.3	15% reduction	10.09	Alison McManamon	Quarterly	FirstCare/PIER
	Improved results in staff wellbeing survey	2018 survey will be measured against 2020 survey					Dave Kuenssberg		
	Staff survey: I believe the organisation cares about employee health and wellbeing	53%	2017 staff survey figure	63%	10% identified as significant improvement	63%	Dave Kuenssberg	Bi-Annual	Staff Survey
A more diverse workforce	Improvement in workforce diversity	Various diversity targets	These are set out in our Corporate Performance Indicator Report	As already set	Council's workforce is monitored against targets set in relation to the make-up of the city's population		Alison McManamon	Annual (& quarterly in OPD reports)	Corporate Performance Indicator Report to ELT & annual Workforce Equalities Report